

Persepsi terhadap penilaian prestasi, komitmen dan motivasi kerja Guru Sekolah Menengah Teknik di Sabah

Abstract

This study aims to identify the perception on performance assessment and teachers' job commitment and motivation. A total of six technical schools and 248 teachers involved in this study. This study is a descriptive study using survey design. Data collected through a survey questionnaire containing 40 items. The results of the t-test performed showed significant difference between the performance assessment based on gender. However, One-way ANOVA analysis showed no significant differences in performance assessment based on the position and length of service. While Pearson Correlation (r) shows that there is a positive and moderate relationship between performance assessment with work commitments and there is a significant and strong correlation between the performance assessment of teachers' motivation. This study has some important implications to those who involve in the effort for improving the management of performance assessment in order to help teachers to be more committed and motivated.